Health and Social Service Workforce in Health Units

1990

Alberta
Health and Social Services
Disciplines Committee

Health and Social Service Workforce in Health Units

March 31, 1990

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1. Introduction

The Alberta Health and Social Service Disciplines Committee has conducted an annual survey of health and social service employers since 1979. The survey collected information from employers on full-time and part-time permanent personnel, vacant positions, resignations, casual/contract personnel, and recruitment difficulties. In the 1990 survey, employers reported a total of 85,880 permanent health and social service personnel. Almost four percent (3,151) of these permanent personnel were employed in health units.

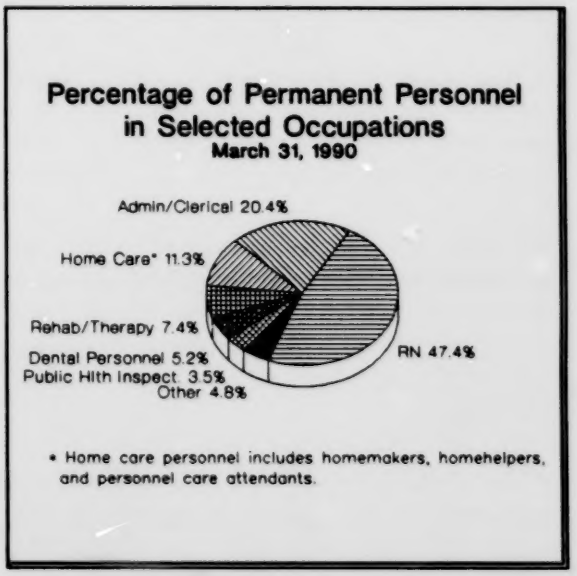
The present report provides an overview of the workforce data supplied by health units for March 31, 1990. The report summarizes data on all health units in the province, with the exception of the Leduc-Strathcona health unit, which was unable to provide survey data in 1990. An overview is given of the number of permanent personnel, casual/contract personnel, vacancy rates, and turnover rates in health units, followed by a series of graphics which display the percentage of part-time personnel, vacancy rates, and turnover rates within each of the six Health Unit Association of Alberta 'zones'.[1]

2. Permanent Personnel

- The number of permanent personnel employed in health units increased by 9.7 percent, from 2,873 (1989) to 3,151 (1990). The 9.7 percent growth in permanent personnel in health units was notably higher than the 7.0 percent growth observed for all health and social service employers combined.

- Registered nurses increased in number by 9.7 percent, from 1,361 (1989) to 1,494 (1990). The largest percentage increase occurred among registered nurses in administration (12.4%) and community/public health (10.2%).

- 'Other' nursing staff[2] showed a substantial increase of 94.7 percent in number, from 19 (1989) to 37 (1990).



[1] For a definition of the Health Unit Association 'Zones', see Appendix 2.

[2] 'Other' nursing staff includes nursing aides, nursing attendants, mental deficiency nurses, and any nursing staff who are not registered nurses, graduate nurses, psychiatric nurses, nursing assistants, porters, or unit ward clerks, who work in direct care.

• Speech therapists experienced a dramatic growth rate of 93.2 percent from 1989 (74) to 1990 (143).[3] The number of speech therapy assistants/aides also showed a substantial increase of 120.0 percent from 1989 (10) to 1990 (22). Little change was observed in the number personnel employed in other rehabilitation occupations.

• The number of home care personnel[4] grew by 11.3 percent, from 319 (1989) to 355 (1990).

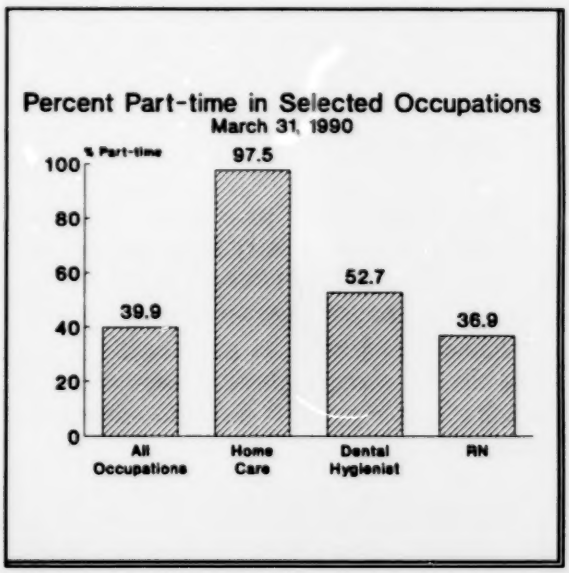
• Little change was seen in the number of dental personnel, respiratory therapists, psychologists, public health inspectors, and social workers.

3. Percent Permanent Part-time Personnel

• The total percentage of part-time personnel in health units remained fairly constant from 1989 (40.5%) to 1990 (39.9%). Overall, the proportion of part-time personnel in health units was notably higher in comparison to all health and social service employers combined (33.7%).

• Registered nurses showed only a minor decrease in the percentage of part-time personnel from 38.1 percent (1989) to 36.9 percent (1990).

• Relatively high levels of part-time personnel in 1990 were seen for home care personnel (97.5%), speech therapy assistant/aides (72.7%), physical therapists (68.0%), and licensed practical nurses (61.8%).



• Comparatively low proportions of part-time personnel in 1990 were observed for public health inspectors (3.6%), speech therapists (16.8%), and social workers (18.5%).

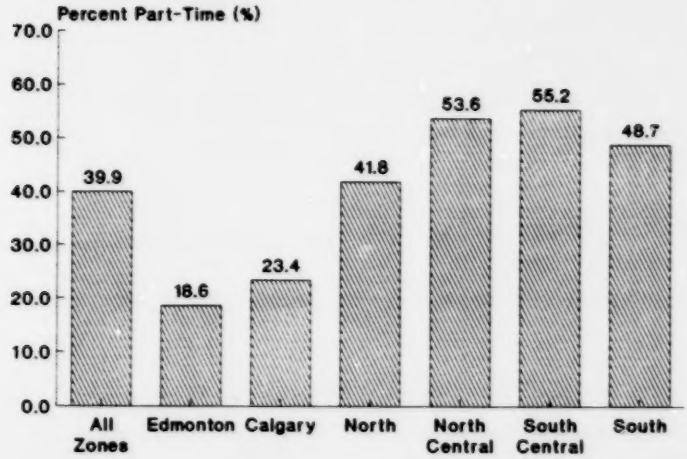
[3] The increase in the number of speech therapists reflects a change in the mandate of health units to include speech and language pathology services to elementary and secondary schools.

[4] Home care personnel includes homemakers, homehelpers, and personnel care attendants.

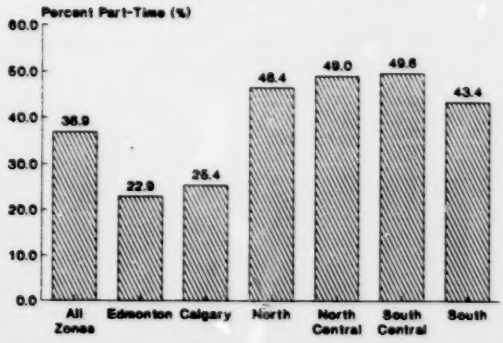
Percent Part-Time in Health Units

by Health Unit Association Area Zones, March 31, 1990

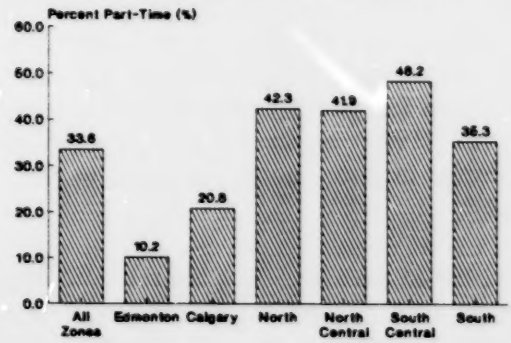
All Health Unit Personnel



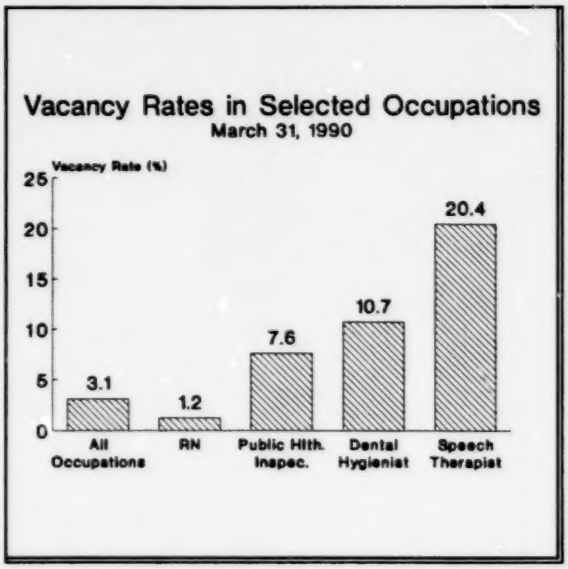
Registered Nurses



Rehabilitation Personnel



4. Vacancy Rates



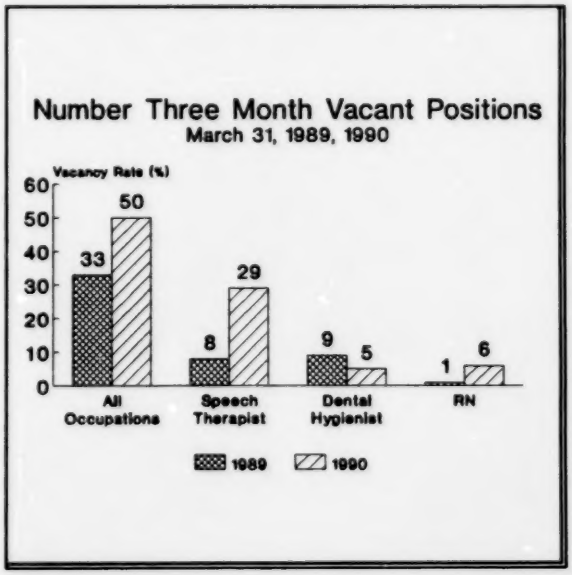
• The average vacancy rate in health units dropped slightly from 3.5 percent (1989) to 3.1 percent (1990). Overall, the 1990 vacancy rate in health units was somewhat lower than the vacancy rate reported by all health and social service employers combined (4.0%).

• Low vacancy rates in 1990 continued for respiratory therapists (0.0%), speech therapy assistants/aides (0.0%), registered nurses (1.2%), home care personnel (1.1%), and dental assistants (2.6%).

• Dental hygienists continued to have relatively high vacancy rates in 1990 (10.7%), although, the vacancy rate for this occupational group declined substantially from 1989 (23.0%).

• The vacancy rate for physical therapists continued to be high in 1990 (15.4%), although, this occupational group also showed a dramatic drop in vacancy rates from 1989 (40.0%). Vacancy rates for speech therapists (20.4%) and occupational therapists (9.7%) were also high in 1990.

5. Three Month Vacancies



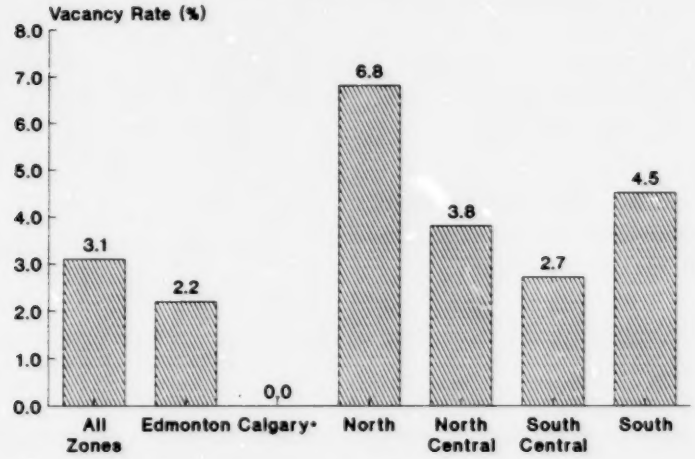
• The number of full-time equivalent three month vacant positions increased from 33 (1989) to 50 (1990). The substantial increase in the number of three month vacant positions for speech therapists from 8 (1989) to 29 (1990) accounted for most of the increase in three month vacancies in health units.

• Other occupations which had relatively high proportions of vacant positions that were vacant for three months or longer in 1990 included registered nurses in community/ public health (60.0%), public health inspectors (55.6%), and dental hygienists (69.2%).

Vacancy Rates in Health Units

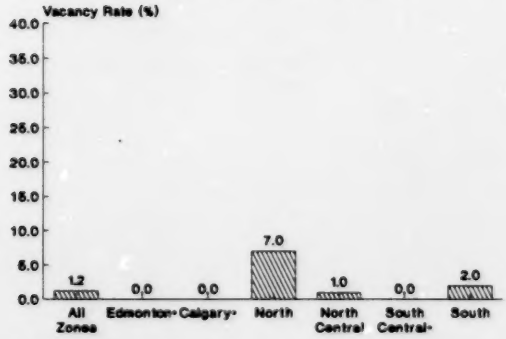
by Health Unit Association Area Zones, March 31, 1990

All Health Unit Personnel



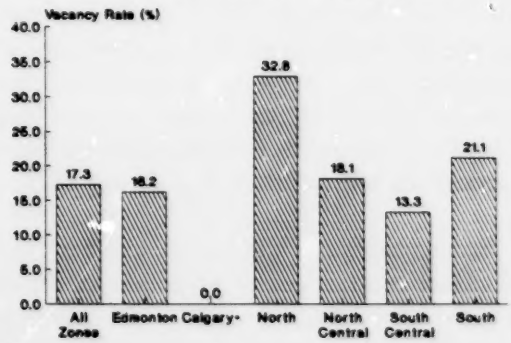
* Calgary reported no vacant positions.

Registered Nurses



* No vacant positions reported.

Rehabilitation Personnel



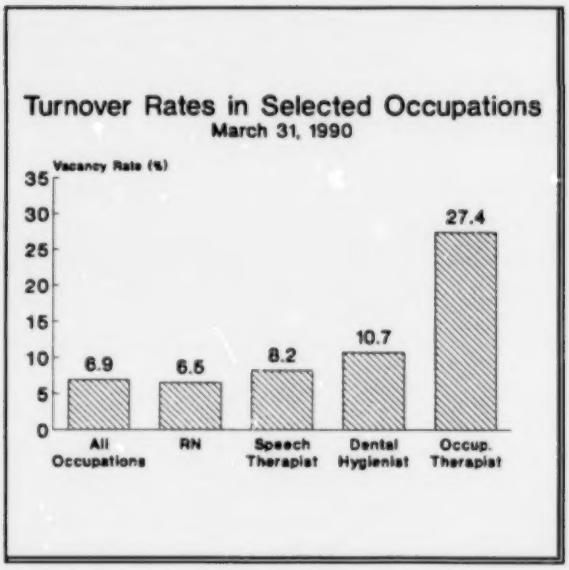
* No vacant positions reported.

6. Turnover Rates

• The overall turnover rate for health units declined from 9.0 percent (1989) to 6.9 percent (1990). The corresponding number of full-time equivalent resignations decreased from 213 (1989) to 180 (1990). In 1990, health units continued to have substantially lower turnover rates than all other health and social service employers combined (14.5%).

• Homecare personnel experienced a substantial decline in turnover rates from 15.3 percent (1989) to 8.2 percent (1990).

• Overall, there was no major change in the turnover rate for registered nurses from 1989 (7.2%) to 1990 (6.5%).



• Occupational therapists experienced one of the largest turnover rate increases from 1989 (10.5%) to 1990 (27.4%).

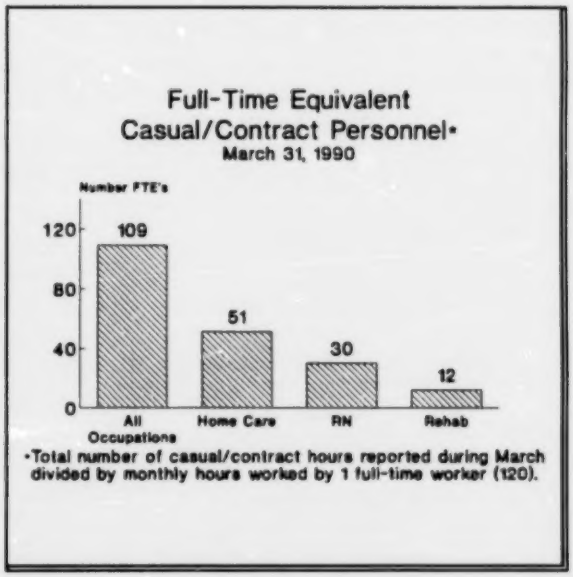
• Comparatively high 1990 turnover rates continued for dental hygienists (10.7%).

7. Casual/Contract/Temporary/Relief Personnel

• Health units reported that a total of 317 casual/contract personnel worked during the month of March in 1990. Casual/contract personnel represented 9.1 percent of all personnel (permanent plus casual/contract) reported working in health units during March. The average casual/contract hours worked for the month of March was 46.1.

• Homemakers had the largest number, 167, of casual/contract personnel employed during the month of March, 1990. The average casual/contract hours worked by this occupational group during the month was 40.6.

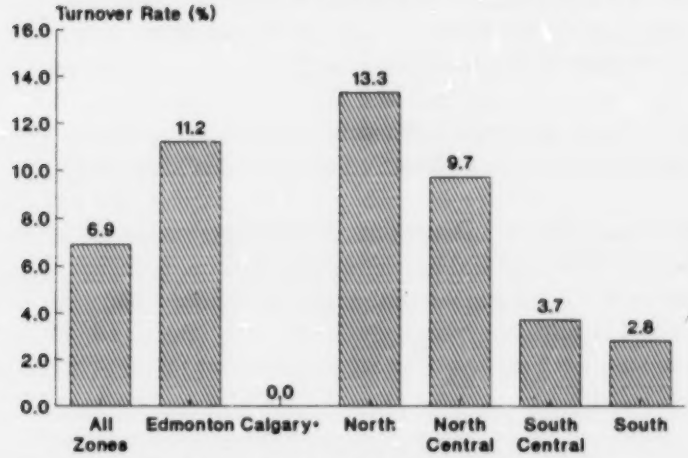
• There were 99 casual/contract registered nurses reported employed during March,



Turnover Rates in Health Units

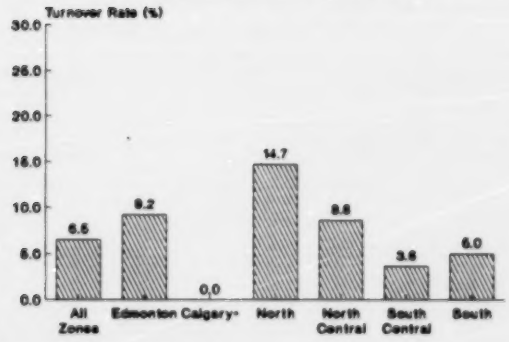
by Health Unit Association Area Zones, March 31, 1990

All Health Unit Personnel



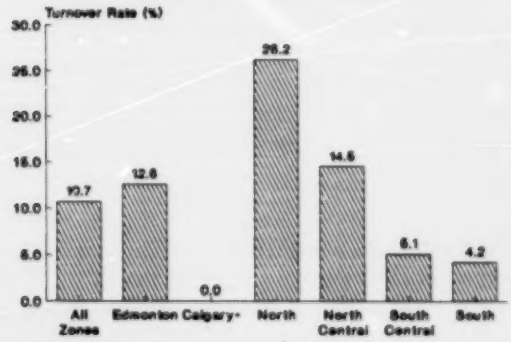
* Calgary was unable to supply data on resignations.

Registered Nurses



* No resignations reported.

Rehabilitation Personnel



* No resignations reported.

1990. The monthly average hours worked by this group was 42.4.

• A total of 21 rehabilitation personnel (including 6 physical therapists, 6 speech therapists, and 6 speech therapists assistants/aides) worked an average of 73.5 casual/contract hours during the month of March, 1990.

8. Further Information

Questions regarding the methodology or the data supplied in this report can be addressed to the Alberta Health and Social Services Disciplines Committee. In addition, individuals or organizations may request supplemental information and analyses specific to their needs. It should be noted that the Alberta Health and Social Services Disciplines Committee is able to release information on aggregate data only; data on individual employers is confidential and may only be released to the reporting employer. For further information, please contact:

Alberta Health and Social Service Disciplines Committee
5th Floor, Kensington Place
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Edmonton, Alberta T5J 3S8

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Appendix 1. Methodology

The Alberta Health and Social Services Disciplines Committee has conducted a mail-out survey of employers in the health and social service sector in the province since 1979. These surveys were mailed during the month of March each year and were formatted into three main sections.

SECTION A collected information on full-time and part-time permanent personnel employed on March 31, full-time and part-time vacancies on March 31, and full-time and part-time resignations occurring during the year prior to March 31.

SECTION B requested information on casual, contract, temporary, and relief personnel employed during the month of March. For each occupation listed on the survey form, employers were requested to indicate the total number of casual/contract personnel and the total number casual/contract hours worked by these personnel during the month of March.[5]

SECTION C collected information on employer recruitment difficulties. In the first part of this section, employers were asked to indicate the number of full-time and part-time vacant positions reported in Section A that had been vacant three months or longer while recruitment activities had been in progress. In the second part, employers were requested to list the occupations for which they anticipated recruitment problems in the next year and the reasons for the anticipated staffing difficulty.

Employers were instructed to apply the following definitions when completing the survey:

Personnel employed:	all individuals employed by your organization on a regular or part-time basis.
Full-time:	thirty hours or more per week.
Part-time:	less than thirty hours per week.
Vacancies:	positions for which personnel are actively being recruited as of March 31.
Resignations:	individuals who terminated employment during the one year period from April 1 to March 31. Do not include persons who have been promoted or transferred.

[5] The occupations for which casual/contract data was sought were explicitly listed on the survey form. The occupations listed on the form included registered nurses, licensed practical nurses, physical therapists, occupational therapists, psychologists, social workers, dietitians/nutritionists, pharmacists, audiologists/speech pathologists, and dental hygienists.

Casual, Temporary, Contract, or Relief Personnel:	individuals who worked on-call, relief, or on a temporary basis and did not fill a regular full-time and/or part-time position. These individuals were paid directly through your organization or through an outside agency.

All health units in the province were included in the annual employer survey. Response rates from health units to the survey have generally been excellent. In 1989, 100 percent of health units responded. In 1990, all but one health unit (Leduc-Strathcona), was able to provide workforce data for the survey.

Appendix 2. Health Unit Association of Alberta "Zones"

The Health Unit Association of Alberta groups the 27 health units into six geographical zones. The health units included in each of these zones are given below.

North Zone	Athabasca Health Unit Fort McMurray Health Unit Northwestern Health and Social Service Board Peace River Health Unit South Peace Health Unit
North Central Zone	Alberta West Central Health Unit Jasper National Park Health Unit Leduc Strathcona Health Unit Minburn Vermilion Health Unit North Eastern Alberta Health Unit Stony Plain Lac Ste. Anne Health Unit Sturgeon Health Unit Vegreville Health Unit
South Central Zone	Alberta East Central Health Unit Banff National Park Health Unit Big Country Health Unit Drumheller Health Unit Mount View Health Unit Red Deer Regional Health Unit Wetoka Health Unit
South Zone	Barons Eureka Warner Health Unit Chinook Health Unit City of Lethbridge Health Unit Foothills Health Unit Southeastern Alberta Health Unit
Calgary	Calgary Board of Health
Edmonton	Edmonton Board of Health

Appendix 3. Health and Social Service Personnel Employed by Health Units in ALBERTA
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		1,895	1,256	3,151	2,605	82	3.1	180	6.9
Dental Assistants	Total	57	33	90	76	2	2.6	7	8.6
	On-the-job-trained	15	5	20	18	0	0.0	4	20.0
	Certified with intra-oral training	25	25	50	39	1	2.6	3	7.8
	Certified without intra-oral training	17	3	20	20	1	5.1	0	0.0
Dental Hygienists	Total	35	39	74	61	7	10.7	7	10.7
	Dental Hygienist	35	39	74	61	7	10.7	7	10.7
Dietary Personnel	Total	12	6	18	15	0	0.0	1	3.3
	Nutritionist	12	6	18	15	0	0.0	1	3.3
Health Records Personnel	Total	4	1	5	5	0	0.0	0	0.0
	Health/Medical Records Adm./Librarian	1	0	1	1	0	0.0	0	0.0
	Health/Medical Record Tech.	3	1	4	4	0	0.0	0	0.0
Home Care Personnel	Total	9	346	355	184	2	1.1	15	8.2
	Homemakers	5	278	283	146	2	1.4	15	10.3
	Homehelpers	0	61	61	31	0	0.0	0	0.0
	Personal Care Attendants	4	7	11	8	0	0.0	0	0.0
Lab/X-Ray/Diag/Therapeutic Personnel	Total	3	3	6	5	0	0.0	0	0.0
	Respiratory Therapist	3	3	6	5	0	0.0	0	0.0
Registered Nursing Personnel	Total	943	551	1,494	1,234	15	1.2	80	6.5
	Administration	160	12	172	168	2	1.2	3	1.8

(CONTINUED)

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 3. Health and Social Service Personnel Employed by Health Units in ALBERTA
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Registered Nursing Personnel	Community/Public Health	480	213	693	594	8	1.3	48	8.1
	Home Care	295	314	609	458	6	1.2	29	6.3
	RN - Other	8	12	20	14	0	0.0	0	0.0
Non-RN Nursing Personnel	Total	38	33	71	56	1	1.8	0	0.0
	Licensed Practical Nurse	13	21	34	25	1	4.1	0	0.0
	Other Nursing Staff	25	12	37	31	0	0.0	0	0.0
Psychological Personnel	Total	2	0	2	2	0	0.0	0	0.0
	Psychologist	1	0	1	1	0	0.0	0	0.0
	Other Psych./Social/Counsellor/Therapist	1	0	1	1	0	0.0	0	0.0
Public Health Personnel	Total	116	13	129	133	10	7.5	9	6.4
	Public Health Inspector	107	4	111	118	9	7.6	7	5.9
	Community Health Rep./Worker	9	9	18	15	1	6.9	2	10.3
Rehabilitation Therapy Personnel	Total	154	78	232	234	41	17.3	25	10.7
	Occupational Therapist	19	18	37	31	3	9.7	9	27.4
	Physical Therapist	8	17	25	20	3	15.4	2	10.3
	Speech Pathologist/Therapist	119	24	143	165	34	20.4	14	8.2
	Speech Pathologist Asst./Aide	6	16	22	14	0	0.0	0	0.0
	Clinical Audiologist	1	0	1	2	1	50.0	0	0.0
	Audiometric Tech.	1	3	4	3	0	0.0	1	40.0
Social Work Personnel	Total	22	5	27	26	1	3.9	0	0.0
	Master's of Social Work	2	1	3	3	0	0.0	0	0.0

(CONTINUED)

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 3. Health and Social Service Personnel Employed by Health Units in ALBERTA
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Social Work Personnel	Related Master's Degree	1	0	1	1	0	0.0	0	0.0
	Bachelor's of Social Work	14	2	16	16	1	6.2	0	0.0
	Unrelated Master's/Bachelor's Degree	1	2	3	2	0	0.0	0	0.0
	Other Social Worker	4	0	4	4	0	0.0	0	0.0
Program Administration/Clerical Support	Total	498	146	644	574	3	0.4	38	6.6
	Administrative Support (Clerical)	354	126	480	418	1	0.1	31	7.3
	Program Administrator	144	20	164	156	2	1.3	8	4.8
Other Health Care/Service Personnel	Total	2	2	4	4	1	25.0	0	0.0
	Other Health and Social Service	2	2	4	4	1	25.0	0	0.0

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 4. Health and Social Service Personnel Employed by Health Units in EDMONTON
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		522	119	641	595	13	2.2	67	11.2
Dental Assistants	Total	16	0	16	16	0	0.0	5	31.3
	On-the-job-trained	13	0	13	13	0	0.0	3	23.1
	Certified with intra-oral training	3	0	3	3	0	0.0	2	66.7
Dental Hygienists	Total	12	9	21	18	1	5.7	3	17.1
	Dental Hygienist	12	9	21	18	1	5.7	3	17.1
Dietary Personnel	Total	3	0	3	3	0	0.0	0	0.0
	Nutritionist	3	0	3	3	0	0.0	0	0.0
Health Records Personnel	Total	3	1	4	4	0	0.0	0	0.0
	Health/Medical Records Adm./Librarian	1	0	1	1	0	0.0	0	0.0
	Health/Medical Record Tech.	2	1	3	3	0	0.0	0	0.0
Lab/X-Ray/Diag/Therapeutic Personnel	Total	2	0	2	2	0	0.0	0	0.0
	Respiratory Therapist	2	0	2	2	0	0.0	0	0.0
Registered Nursing Personnel	Total	289	86	375	332	0	0.0	31	9.2
	Administration	35	0	35	35	0	0.0	0	0.0
	Community/Public Health	165	42	207	186	0	0.0	19	10.2
	Home Care	89	44	133	111	0	0.0	12	10.4
Non-RN Nursing Personnel	Total	19	5	24	22	0	0.0	0	0.0
	Other Nursing Staff	19	5	24	22	0	0.0	0	0.0
Psychological Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Psychologist	1	0	1	1	0	0.0	0	0.0

(CONTINUED)

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 4. Health and Social Service Personnel Employed by Health Units in EDMONTON
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Public Health Personnel	Total	19	2	21	22	2	9.1	2	9.1
	Public Health Inspector	19	2	21	22	2	9.1	2	9.1
Rehabilitation Therapy Personnel	Total	44	5	49	56	9	16.2	7	12.6
	Occupational Therapist	15	1	16	16	0	0.0	5	32.3
	Physical Therapist	3	1	4	4	0	0.0	1	28.6
	Speech Pathologist/Therapist	25	3	28	36	9	25.4	1	2.8
	Speech Pathologist Asst./Aide	1	0	1	1	0	0.0	0	0.0
Social Work Personnel	Total	14	1	15	16	1	6.5	0	0.0
	Master's of Social Work	2	0	2	2	0	0.0	0	0.0
	Bachelor's of Social Work	12	1	13	14	1	7.4	0	0.0
Program Administration/Clerical Support	Total	100	10	110	105	0	0.0	19	18.1
	Administrative Support (Clerical)	90	10	100	95	0	0.0	17	17.9
	Program Administrator	10	0	10	10	0	0.0	2	20.0

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 5. Health and Social Service Personnel Employed by Health Units in CALGARY*
March 31, 1990**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		370	113	483	427	0	0.0	0	0.0
Dental Assistants	Total	15	0	15	15	0	0.0	0	0.0
	Certified with intra-oral training	1	0	1	1	0	0.0	0	0.0
	Certified without intra-oral training	14	0	14	14	0	0.0	0	0.0
Dental Hygienists	Total	3	3	6	5	0	0.0	0	0.0
	Dental Hygienist	3	3	6	5	0	0.0	0	0.0
Dietary Personnel	Total	3	0	3	3	0	0.0	0	0.0
	Nutritionist	3	0	3	3	0	0.0	0	0.0
Lab/X-Ray/Diag/Therapeutic Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Respiratory Therapist	1	0	1	1	0	0.0	0	0.0
Registered Nursing Personnel	Total	220	75	295	258	0	0.0	0	0.0
	Administration	24	0	24	24	0	0.0	0	0.0
	Community/Public Health	102	42	144	123	0	0.0	0	0.0
	Home Care	94	33	127	111	0	0.0	0	0.0
Non-RN Nursing Personnel	Total	11	6	17	14	0	0.0	0	0.0
	Licensed Practical Nurse	11	6	17	14	0	0.0	0	0.0
Public Health Personnel	Total	27	2	29	28	0	0.0	0	0.0
	Public Health Inspector	27	2	29	28	0	0.0	0	0.0
Rehabilitation Therapy Personnel	Total	19	5	24	22	0	0.0	0	0.0
	Occupational Therapist	2	0	2	2	0	0.0	0	0.0

(CONTINUED)

* Calgary Board of Health was unable to provide data on vacancies and resignations for the 1990 survey.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 5. Health and Social Service Personnel Employed by Health Units in CALGARY*
March 31, 1990**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Rehabilitation Therapy Personnel	Speech Pathologist/Therapist	16	3	19	18	0	0.0	0	0.0
	Speech Pathologist Asst./Aide	1	2	3	2	0	0.0	0	0.0
Social Work Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Bachelor's of Social Work	1	0	1	1	0	0.0	0	0.0
Program Administration/Clerical Support	Total	70	22	92	81	0	0.0	0	0.0
	Administrative Support (Clerical)	40	20	60	50	0	0.0	0	0.0
	Program Administrator	30	2	32	31	0	0.0	0	0.0

* Calgary Board of Health was unable to provide data on vacancies and resignations for the 1990 survey.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 6. Health and Social Service Personnel Employed by Health Units in the NORTH ZONE
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		237	170	407	346	24	6.8	46	13.3
Dental Assistants	Total	5	8	13	9	0	0.0	1	5.6
	On-the-job-trained	0	1	1	1	0	0.0	1	100.0
	Certified with intra-oral training	5	6	11	8	0	0.0	0	0.0
	Certified without intra-oral training	0	1	1	1	0	0.0	0	0.0
Dental Hygienists	Total	5	3	8	7	0	0.0	1	15.4
	Dental Hygienist	5	3	8	7	0	0.0	1	15.4
Dietary Personnel	Total	2	1	3	3	0	0.0	0	0.0
	Nutritionist	2	1	3	3	0	0.0	0	0.0
Home Care Personnel	Total	1	22	23	12	0	0.0	3	20.8
	Homemakers	1	22	23	12	0	0.0	3	20.8
Lab/X-Ray/Diag/Therapeutic Personnel	Total	0	1	1	1	0	0.0	0	0.0
	Respiratory Therapist	0	1	1	1	0	0.0	0	0.0
Registered Nursing Personnel	Total	97	84	181	150	11	7.0	22	14.7
	Administration	23	4	27	26	1	3.8	0	0.0
	Community/Public Health	55	33	88	78	6	7.7	14	18.1
	Home Care	15	46	61	42	4	8.4	8	19.3
	RN - Other	4	1	5	5	0	0.0	0	0.0
Non-RN Nursing Personnel	Total	0	2	2	2	1	50.0	0	0.0
	Licensed Practical Nurse	0	2	2	2	1	50.0	0	0.0
Psychological Personnel	Total	1	0	1	1	0	0.0	0	0.0

(CONTINUED)

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 6. Health and Social Service Personnel Employed by Health Units in the NORTH ZONE
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Psychological Personnel	Other Psych./Social/Counsellor/Therapist	1	0	1	1	0	0.0	0	0.0
Public Health Personnel	Total	20	7	27	25	1	4.1	3	10.2
	Public Health Inspector	13	0	13	13	0	0.0	1	7.7
	Community Health Rep./Worker	7	7	14	12	1	8.7	2	13.0
Rehabilitation Therapy Personnel	Total	15	11	26	31	10	32.8	8	26.2
	Occupational Therapist	0	1	1	3	2	80.0	2	80.0
	Physical Therapist	1	3	4	4	1	28.6	0	0.0
	Speech Pathologist/Therapist	10	6	16	19	6	31.6	5	26.3
	Speech Pathologist Asst./Aide	2	0	2	2	0	0.0	0	0.0
	Clinical Audiologist	1	0	1	2	1	50.0	0	0.0
	Audiometric Tech.	1	1	2	2	0	0.0	1	66.7
Social Work Personnel	Total	2	2	4	3	0	0.0	0	0.0
	Related Master's Degree	1	0	1	1	0	0.0	0	0.0
	Unrelated Master's/Bachelor's Degree	0	2	2	1	0	0.0	0	0.0
	Other Social Worker	1	0	1	1	0	0.0	0	0.0
Program Administration/Clerical Support	Total	87	27	114	102	1	1.0	10	9.4
	Administrative Support (Clerical)	62	24	86	74	0	0.0	8	10.1
	Program Administrator	25	3	28	28	1	3.6	2	7.3
Other Health Care/Service Personnel	Total	2	2	4	3	0	0.0	0	0.0

(CONTINUED)

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 6. Health and Social Service Personnel Employed by Health Units in the NORTH ZONE
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Other Health Care/Service Personnel	Other Health and Social Service	2	2	4	3	0	0.0	0	0.0

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 7. Health and Social Service Personnel Employed by Health Units in the NORTH CENTRAL ZONE*
March 31, 1990**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		251	290	541	412	16	3.8	40	9.7
Dental Assistants	Total	6	11	17	12	0	0.0	1	8.7
	On-the-job-trained	1	2	3	2	0	0.0	0	0.0
	Certified with intra-oral training	5	8	13	9	0	0.0	1	11.1
	Certified without intra-oral training	0	1	1	1	0	0.0	0	0.0
Dental Hygienists	Total	7	8	15	13	2	15.4	1	7.7
	Dental Hygienist	7	8	15	13	2	15.4	1	7.7
Dietary Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Nutritionist	1	0	1	1	0	0.0	0	0.0
Health Records Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Health/Medical Record Tech.	1	0	1	1	0	0.0	0	0.0
Home Care Personnel	Total	3	118	121	62	0	0.0	12	19.4
	Homemakers	3	84	87	45	0	0.0	12	26.7
	Homehelpers	0	34	34	17	0	0.0	0	0.0
Registered Nursing Personnel	Total	101	97	198	151	2	1.0	13	8.6
	Administration	20	1	21	22	1	4.7	1	4.7
	Community/Public Health	56	27	83	70	1	0.7	9	12.1
	Home Care	23	64	87	55	0	0.0	4	6.4
	RN - Other	2	5	7	5	0	0.0	0	0.0
Non-RN Nursing Personnel	Total	4	2	6	5	0	0.0	0	0.0

(CONTINUED)

*The Leduc-Strathcona Health Unit in the North Central Zone was unable to provide data for the 1990 survey.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 7. Health and Social Service Personnel Employed by Health Units in the NORTH CENTRAL ZONE*
March 31, 1990**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Non-RN Nursing Personnel	Other Nursing Staff	4	2	6	5	0	0.0	0	0.0
Public Health Personnel	Total	19	2	21	23	3	13.0	2	8.7
	Public Health Inspector	17	0	17	20	3	15.0	2	10.0
	Community Health Rep./Worker	2	2	4	3	0	0.0	0	0.0
Rehabilitation Therapy Personnel	Total	25	18	43	42	8	18.1	6	14.5
	Occupational Therapist	0	3	3	2	1	25.0	1	50.0
	Physical Therapist	0	8	8	5	1	11.1	1	22.2
	Speech Pathologist/Therapist	25	4	29	34	7	19.4	4	11.9
	Speech Pathologist Asst./Aide	0	3	3	2	0	0.0	0	0.0
Social Work Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Other Social Worker	1	0	1	1	0	0.0	0	0.0
Program Administration/Clerical Support	Total	83	34	117	102	2	1.5	5	4.9
	Administrative Support (Clerical)	46	29	75	61	1	0.8	2	2.5
	Program Administrator	37	5	42	41	1	2.5	4	8.6

*The Leduc-Strathcona Health Unit in the North Central Zone was unable to provide data for the 1990 survey.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 8. Health and Social Service Personnel Employed by Health Units in the SOUTH CENTRAL ZONE
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		265	327	592	441	12	2.7	17	3.7
Dental Assistants	Total	4	8	12	9	1	11.1	0	0.0
	On-the-job-trained	0	2	2	1	0	0.0	0	0.0
	Certified with intra-oral training	4	5	9	8	1	13.3	0	0.0
	Certified without intra-oral training	0	1	1	1	0	0.0	0	0.0
Dental Hygienists	Total	6	9	15	12	2	12.5	2	12.5
	Dental Hygienist	6	9	15	12	2	12.5	2	12.5
Dietary Personnel	Total	2	3	5	4	0	0.0	0	0.0
	Nutritionist	2	3	5	4	0	0.0	0	0.0
Home Care Personnel	Total	1	98	99	50	0	0.0	1	1.0
	Homemakers	1	97	98	50	0	0.0	1	1.0
	Personal Care Attendants	0	1	1	1	0	0.0	0	0.0
Registered Nursing Personnel	Total	129	127	256	193	0	0.0	7	3.6
	Administration	38	3	41	40	0	0.0	1	2.5
	Community/Public Health	53	46	99	76	0	0.0	3	3.9
	Home Care	37	76	113	75	0	0.0	3	4.0
	RN - Other	1	2	3	2	0	0.0	0	0.0
Non-RN Nursing Personnel	Total	3	12	15	9	0	0.0	0	0.0
	Licensed Practical Nurse	2	9	11	7	0	0.0	0	0.0
	Other Nursing Staff	1	3	4	3	0	0.0	0	0.0
Public Health Personnel	Total	18	0	18	21	3	14.3	2	9.5

(CONTINUED)

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 8. Health and Social Service Personnel Employed by Health Units in the SOUTH CENTRAL ZONE
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Public Health Personnel	Public Health Inspector	18	0	18	21	3	14.3	2	9.5
Rehabilitation Therapy Personnel	Total	29	27	56	49	7	13.3	3	5.1
	Occupational Therapist	2	8	10	7	1	7.7	0	0.0
	Physical Therapist	2	4	6	5	1	20.0	0	0.0
	Speech Pathologist/Therapist	25	6	31	33	5	15.2	3	7.6
	Speech Pathologist Asst./Aide	0	8	8	4	0	0.0	0	0.0
	Audiometric Tech.	0	1	1	1	0	0.0	0	0.0
Social Work Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Other Social Worker	1	0	1	1	0	0.0	0	0.0
Program Administration/Clerical Support	Total	72	43	115	94	0	0.0	3	3.2
	Administrative Support (Clerical)	54	38	92	73	0	0.0	3	4.1
	Program Administrator	18	5	23	21	0	0.0	0	0.0

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 9. Health and Social Service Personnel Employed by Health Units in the SOUTH ZONE
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		250	237	487	386	18	4.5	11	2.8
Dental Assistants	Total	11	6	17	15	1	6.7	0	0.0
	On-the-job-trained	1	0	1	1	0	0.0	0	0.0
	Certified with intra-oral training	7	6	13	10	0	0.0	0	0.0
	Certified without intra-oral training	3	0	3	4	1	25.0	0	0.0
Dental Hygienists	Total	2	7	9	8	2	26.7	0	0.0
	Dental Hygienist	2	7	9	8	2	26.7	0	0.0
Dietary Personnel	Total	1	2	3	2	0	0.0	1	25.0
	Nutritionist	1	2	3	2	0	0.0	1	25.0
Home Care Personnel	Total	4	108	112	60	2	3.3	0	0.0
	Homemakers	0	75	75	40	2	5.1	0	0.0
	Homehelpers	0	27	27	14	0	0.0	0	0.0
	Personal Care Attendants	4	6	10	7	0	0.0	0	0.0
Lab/X-Ray/Diag/Therapeutic Personnel	Total	0	2	2	1	0	0.0	0	0.0
	Respiratory Therapist	0	2	2	1	0	0.0	0	0.0
Registered Nursing Personnel	Total	107	82	189	151	3	2.0	8	5.0
	Administration	20	4	24	22	0	0.0	1	4.5
	Community/Public Health	49	23	72	62	1	1.6	4	5.7
	Home Care	37	51	88	65	2	3.1	3	4.7
	RN - Other	1	4	5	3	0	0.0	0	0.0
Non-RN Nursing Personnel	Total	1	6	7	4	0	0.0	0	0.0

(CONTINUED)

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 9. Health and Social Service Personnel Employed by Health Units in the SOUTH ZONE
March 31, 1990*

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Non-RN Nursing Personnel	Licensed Practical Nurse	0	4	4	2	0	0.0	0	0.0
	Other Nursing Staff	1	2	3	2	0	0.0	0	0.0
Public Health Personnel	Total	13	0	13	14	1	7.1	0	0.0
	Public Health Inspector	13	0	13	14	1	7.1	0	0.0
Rehabilitation Therapy Personnel	Total	22	12	34	36	8	21.1	2	4.2
	Occupational Therapist	0	5	5	3	0	0.0	1	20.0
	Physical Therapist	2	1	3	3	1	16.7	0	0.0
	Speech Pathologist/Therapist	18	2	20	26	7	26.9	1	3.8
	Speech Pathologist Asst./Aide	2	3	5	4	0	0.0	0	0.0
	Audiometric Tech.	0	1	1	1	0	0.0	0	0.0
Social Work Personnel	Total	3	2	5	4	0	0.0	0	0.0
	Master's of Social Work	0	1	1	1	0	0.0	0	0.0
	Bachelor's of Social Work	1	1	2	2	0	0.0	0	0.0
	Unrelated Master's/Bachelor's Degree	1	0	1	1	0	0.0	0	0.0
	Other Social Worker	1	0	1	1	0	0.0	0	0.0
Program Administration/Clerical Support	Total	86	10	96	91	0	0.0	2	1.6
	Administrative Support (Clerical)	62	5	67	65	0	0.0	2	2.3
	Program Administrator	24	5	29	27	0	0.0	0	0.0
Other Health Care/Service Personnel	Total	0	0	0	1	1	100.0	0	0.0
	Other Health and Social Service	0	0	0	1	1	100.0	0	0.0

* Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

APPENDIX 10. DEFINITION OF TERMS (1990)

1. Full-time Equivalent Positions (FTE positions):

   FTE POSITIONS = [full-time + (part-time/2)] number of personnel + [full-time + (part-time/2)] number of vacancies

2. Full-time Equivalent Vacancies (FTE vacant positions):

   FTE VACANT POSITIONS = [full-time + (part-time/2)] number of vacancies

3. Vacancy Rate:

   $$\textbf{VACANCY RATE} = \frac{\text{full-time equivalent vacant positions}}{\text{full-time equivalent positions}} \times 100$$

4. Full-time Equivalent Resignations (FTE resignations):

   FTE RESIGNATIONS = [full-time + (part-time/2)] number of resignations

5. Turnover Rate:

   $$\textbf{TURNOVER RATE} = \frac{\text{full-time equivalent resignations}}{\text{full-time equivalent positions}} \times 100$$